



WO1 Mark A. Wander, 6th Battalion, 52nd Air Defense Artillery (6-52 ADA), works on an onboard generator during a mission rehearsal exercise on 10 February, at Fort Sill, Oklahoma. (Photo by SGT Scott E. Smith, 6-52 ADA)

ADA School WOES Redesign

By CW4 (Retired) Joseph R. Minge, ADA

The Army Warrant Officer Education System (WOES) Redesign and the Air Defense Artillery (ADA) WOES Redesign was approved 2 December 2008. This article contains a brief background of that redesign.

ADA WO Advanced Course (WOAC) trains Military Occupational Specialties (MOS) 140A Command and Control Systems Integrators and 140E Air and Missile Defense (AMD) Tactician/Technicians.

The ADA WOES redesign is based on a thorough analysis and feedback from warrant officers, field commanders and command training guidance. The incorporated changes will achieve the goals and objectives set forth in the commander's intent of Operations Order (OPORD) 04-261A.

The redesigned ADA WOES focuses on preparing warrant officers to perform successfully in increasing levels of responsibility throughout a career. The training strategy is designed specifically to develop and produce a corps of highly specialized experts and trainers who are competent in technical, tactical and leader skills; are innovative problem-solvers able to function in complex and dynamic

environments; and are proficient operators, maintainers, administrators and managers for the Army's equipment, support activities and technical systems.

Combined Arms Center (CAC) OPORD 04-261A. The Army WOES Redesign is guided by the CAC OPORD 04-261A signed by General William S. Wallace, Commander, US Army Training and Doctrine Command (TRADOC) in September 2004, with a fragmentary order (FRAGO) signed by Lieutenant General David H. Petraeus, Commanding General of CAC and Fort Leavenworth, Kansas, in May 2006. The OPORD's intent is to create and implement an officer education system (OES) that integrates both commissioned and warrant officers in a collaborative learning environment to leverage the skills and experiences of both groups to promote a better understanding and appreciation of the roles and responsibilities of each. The FRAGO's key tasks call for an Armywide OES analysis. Individual branch schools were directed to perform needs and critical-task analyses for each of their MOS and areas of concentration (AOCs) to determine the appropriate level of integration needed to foster

collaborative learning. The integration efforts focus on consolidating the OES to include elements unique to both officers and warrant officers and identify elements that are common to both.

Analysis for ADA WOES Redesign.

The needs and critical task analysis combined with Army and ADA Branch transformations yielded significant changes for ADA warrant officers. The ADA transformation included the addition of Patriot tactical and defense design tasks to MOS 140E. This change added approximately 80 table of organization and equipment (TOE) authorizations to MOS 140E.

The MOS 140A force structure transition was based on Army transformation which included an increase of integration requirements for command and control systems in the joint and space command and control architecture. This transformation increased the 140A warrant officer TOE authorizations from 49 to 123 positions. It also added new equipment (ANTSQ-253 air defense air management [ADAM] cell) and more individual tasks while significantly increasing the use of 140A warrants in both the active and Reserve Components. The new duty positions are distributed across the force in brigade combat teams (BCTs), combat aviation, fires, maneuver enhancement, division headquarters, corps, Army air and missile defense commands (AAMDCs), Army Space and at Army level. The new individual tasks added to MOS



140A established additional training requirements.

OES Course Design. The analysis determined that the Warrant Officer Basic Course (WOBC), Basic Officer Leader Course III (BOLC III), Warrant Officer Advanced Course (WOAC) and Captain's Career Course (CCC) have some task similarities between the 14A Air and Missile Defense Officer AOC, and the 140A and 140E MOS; therefore, these tasks were considered for integration. The TRADOC mandated common core tasks are very similar among all three. The Patriot tactical control officer (TCO) and tactical director (TD) tasks for the 14A AOC and 140E MOS are shared tasks.

The current and projected BOLC III class size precludes consolidation with the WOBC at this time. However, the US Army Air Defense Artillery School (USAADASCH) decided that although WOBC and BOLC III would remain separate courses, they would share some curriculum.

The analysis of the TRADOC mandated common core tasks and many other tasks and learning objectives were common among MOS 14A, 140A and 140E. During the analysis, a few major training gaps that had been identified in warrant officer training were identified as being taught in the ADACCC curriculum. Thus, USAADASCH sought and received TRADOC approval for implementation of courses that split the 140A and 140E WOAC into two phases and consolidated the AOC 14A CCC with the second phase of the WOAC. The redesigned (new) course titles are Warrant Officer Advanced Course Phase I and Warrant Officer Advanced Course Phase II.

WOAC Phase I. The WOAC Phase I is designed for attendance by chief warrant officer twos (CW2s) upon completion of their first duty assignment as a warrant officer. For 140Es, course enrollment is authorized only after the warrant officer has completed the initial assignment at a Patriot fire unit in the position of a maintenance manager or TCO. Enrollment for 140As is authorized only after completion of the individual's initial assignment to an ADAM cell with a BCT or an ADA Patriot battalion.

140A Phase I. The mission of providing command and control systems integration to the ADA force is the foundation for leveraging the training of 140A warrant officers during WOAC Phase I. The integration of air defense command and control equipment and weapon systems

into the Army Battle Command System, Joint Multi-Tactical Data Link and command and control tactical communication architectures to the joint force contributes to overall mission accomplishment. The 140A warrant officers will learn how to execute horizontal and vertical integration with combined forces to synergize command and control elements into a synchronized AMD force throughout the operating environment.

140E Phase I. The orchestration of air battle management, joint operations and AMD TTPs, coupled with fusion of joint AMD fire support mechanisms and an understanding of the command and control architecture is the baseline for 140E warrant officer learning. Regardless of assignment, the 140E warrant understands and participates fully in the synchronization of ADA fire support with combined arms and joint operations.

Accordingly, each AMD Tactician/Technician first must be trained in ADA systems capabilities, operations, maintenance support and logistics. The MOS 140E WOAC Phase I focus is AMD technical knowledge and tactical skills required to perform duty positions at the Patriot and AMD battalions. This focus will prepare warrant officers for duties as TDs and Electronic Missile Maintenance Officers who will use their training and evaluation skills to validate crew certification.

WOAC Phase II. The WOAC Phase II focus is advanced tactical training and leader development designed to prepare warrant officers for assignments at the CW3 and CW4 levels from brigade through echelons above corps. The course's purpose is to educate and prepare ADA career warrant officers to lead and manage operations in complex geopolitical environments worldwide.

Warrant officers attending ADA WOAC Phase II are integrated with captains attending ADA CCC throughout the course. This course provides comprehensive training on the Military Decision-Making Process, staff planning, operations and leadership; these were identified as gaps in the old WOAC. Successful completion of WOAC Phase II is the culminating event for completion of military education level six for all ADA warrant officers.

As a plus for the students who attend WOAC Phase II and CCC, the University of Texas at El Paso has partnered with USAADASCH to provide an opportunity for students who have an accredited bachelor's degree to earn a master's

degree in leadership during enrollment in the course.

Current ADA WOES Requirements. ADA warrant officers one (WO1s) and CW2s that have not pinned on CW3 by 1 June 2010 will attend WOAC Phase I as a mid-grade CW2. This seven-week and three-day temporary duty (TDY), unit-sponsored, Military Training Specific Allotment (MTSA) funded course is managed the same as the old WOAC. Enrollment is through the Army Training Requirements and Resource System (ATRRS) under course number 2-44-C32-140A for Command and Control Integrators and 2-44-C32-140E for AMD System Tactician/Technicians. This course is a prerequisite for attendance of WOAC Phase II.

ADA CW3s that have not completed WOAC and have pinned on CW3 by 1 June 2010 are "Grandfathered" from the Phase I prerequisite; they will attend WOAC Phase II. WOAC Phase II is a 20-week, permanent change of station (PCS) course conducted in conjunction with the ADACCC. Enrollment is through Army Human Resources Command with PCS orders. The ATRRS course number is 2-44-C32 Ph2.

Department of the Army (DA) Pamphlet (PAM) 600-3, Commissioned Officer Professional Development and Career Management is currently under revision; however, the new version will state that CW3s must attend WOAC Phase II before promotion to CW4. The previous version of DA PAM 600-3 stated that warrant officers "should" attend within one year of pinning CW3. More information is provided in DA PAM 600-3 ADA Chapter 13.

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